438 in the future more and more plants are likely
369 to be established in this area.

221 Seasonal migrations. There is a seasonal
313 migration of the working force towards northern Finland during the winter and early spring, when about 200,000 men are occupied in logging activities. Many small-holders in the central and southern parts of the country leave their homes for the winter months to look for welcome addition earnings in the vast forests of the North.
[423] More than 60 per cent of the lumber jacks are independent landowners.

463 Labor supply and production. In 1949 the labor force permanently employed in industry was divided into different industrial groups as follows:

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The data contained in table 8 cover farm workers who are paid largely in kind, receiving in most cases lodgings, heat, light, and provisions, but not wearing apparel, as in the case of workers paid principally in money. The estimated value of payments in kind, as well as average annual total wages for these workers in 1936–37, are shown in the table.

TABLE 8.—*Average Annual Wages of Farm Workers in Finland, and Estimated Value of Payments in Kind, 1936 and 1937*

[Average exchange rate of markka in 1937 and May 1938=2.3 cents]

Occupation and sex	Average annual money wages of workers paid largely in kind			Average annual wages in 1936–37				
						Payments in kind		
	1936–37	1937–38	Percent of increase	Total	Cash	Lodgings, heat, and light	Other benefits	Total
	Markkas	*Markkas*		*Markkas*	*Markkas*	*Markkas*	*Markkas*	*Markkas*
Males:								
Foremen	6,974	7,540	8.1	13,502	6,974	1,894	4,634	6,528
Hired men	3,874	4,485	15.8	9,504	3,874	1,618	4,102	5,720
Females:								
Barn maids	5,543	6,266	13.0	8,921	5,543	1,136	2,240	3,376
Maids	3,639	4,152	14.1	6,675	3,639	823	2,223	3,046

Average payments in kind to farm workers in Finland in 1936–37 included grains, peas and potatoes, meats, salt herring, dairy products, salt, hay and straw, and the use of land to raise potatoes, etc. In all cases the quantities allowed to men were considerably higher than those for women.

In table 9 average daily wages for farm workers are shown. The month of February is taken as a basis for wages paid in the winter, and the month of July for wages paid in the summer. Most of the farm workers on a daily pay status receive board in addition to cash wages.

TABLE 9.—*Average Daily Wages of Farm Workers in Finland, 1936 and 1937*

[Average exchange rate of markka in 1936 and 1937=2.3 cents]

Daily wage—	1936		1937		Percent of increase	
	Winter	Summer	Winter	Summer	Winter	Summer
	Markkas	*Markkas*	*Markkas*	*Markkas*		
With board:						
Men	10.19	17.60	12.25	24.07	20.2	36.1
Women	7.92	10.70	8.96	14.15	13.1	32.2
Without board:						
Men	21.90	28.94	25.22	32.47	15.2	20.5
Women	15.85	17.33	18.44	20.27	11.5	17.0

LOGGING

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The logging industry in Finland is divided into 14 districts. For each of these districts, the Lumbering Wage Division of the Ministry of Communications and Public Works, in cooperation with employers and workers, fixes the daily wage standards to correspond with the

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cost of living in different parts of the country. These standards are obtained by fixing the unit prices for different types of work performed, such as cutting and barking 1 cubic meter [5] of pulpwood, pit props, etc., and by adding up the average amount of work that an experienced and able-bodied lumberer or timber hauler accomplishes under normal conditions in an 8-hour day. The present unit price for cutting and barking a cubic meter cord of pulpwood or pit props of more than 10 centimeters [6] in thickness, ranges from 15.00 to 21.00 markkaa, and of less than 10 centimeters in thickness, from 22.00 to 31.00 markkaa, depending on the logging district. Lumberers engaged in cutting sawlogs are paid from 0.45 to 0.80 markka per cubic foot of barked log and from 0.30 to 0.55 markka per cubic foot of unbarked log. Timber haulers receive from 0.45 to 0.80 markka per cubic foot for the first kilometer [7] and 0.10 markka more for each additional kilometer. The actual earnings (see table 10) usually exceed the standard wages, since lumbering and timber hauling is piece work and 10-hour days are not uncommon. Lumberers and timber haulers and their horses are usually provided with lodgings by the logging companies during the logging season.

Inspectors appointed by the Lumbering Wage Division for the 14 logging districts see that the unit prices fixed in an agreement approved by the employers and workers are observed. Should the daily earnings in some district fall below normal, immediate measures are taken to increase the unit prices for work in that district.

Table 10 gives the standard wages and actual average daily earnings for lumberers and timber haulers (man, horse, and equipment).

TABLE 10.—*Standard Wage and Average Actual Earnings Per Day in Logging Industry in Finland, 1937 and 1938*

[Average exchange rate of markka in 1937 and May 1938=2.2 cents]

Occupation	Standard wage per day		Actual average earnings per day	
	1937	1938	1937	1938
Country as a whole:	*Markkaa*	*Markkaa*	*Markkaa*	*Markkaa*
Lumberers	32.88	38.51	39.61	47.06
Timber haulers (man, horse, and equipment)	80.54	112.36	97.99	124.01
14 districts:				
Lumberers	30.00–45.00	32.34–51.37	37.00–52.00	42.12–60.26
Timber haulers (man, horse, and equipment)	67.50–123.75	94.31–152.33	92.50–130.00	108.44–160.22

It appears from the above figures that the average daily earnings of lumberers during the winter of 1937–38 were 22 percent higher, and of timber haulers 10 percent higher, than in 1936–37.

Figures giving the average earnings of timber floaters are not available, but their hourly wage standards in 1938 ranged from 5.25

[5] Cubic meter=1.308 cubic yards.
[6] Centimeter=0.3937 inch.
[7] Kilometer=0.62137 mile.

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465 markkaa in the Lapland district to 3.75 markkaa on the southern
●313 coast. The corresponding maximum and minimum standards for 1937 were 5.00 and 3.50 markkaa, respectively.

VARIOUS INDUSTRIES

465 Wage statistics in Finland are based on data provided by employers' federations and are somewhat influenced by the fact that in some industries information is not available for small companies not affiliated with these federations. Furthermore, the level of wages is also largely dependent on the relative cost of living in the different communes in which the industries are located. Table 11 gives both hourly wages and average yearly earnings in specified industries for able-bodied workers over 18 years of age, by sex, for 1936 and 1937. The figures include overtime and piece-work pay as well as payments [511] in kind and other benefits. It is also noted that since the cost of living, according to official index figures, was 5 percent higher in 1937 than in 1936, the purchasing power of earnings did not increase as much as the figures in the table would indicate.

TABLE 11.—*Average Hourly Wages and Yearly Earnings of Industrial Workers in Finland, by Sex and Industry, 1936 and 1937*

[Average exchange rate of markka in 1936 and 1937=2.2 cents]

Industry	Males			Females		
	1936	1937	Percent of increase	1936	1937	Percent of increase
	Average hourly wages					
	Markkaa	*Markkaa*		*Markkaa*	*Markkaa*	
Blast furnaces and metal works	5.81	7.07	21.7	3.55	4.36	30.7
Machine shops	7.45	8.44	13.3	4.73	5.32	12.5
China and pottery factories	9.06	9.72	7.3	5.27	5.60	6.3
Spinning and weaving industry	6.93	7.34	5.9	4.06	4.37	7.1
Woolen mills	6.75	7.10	5.2	4.16	4.40	5.8
Cotton mills	6.97	7.46	7.0	4.02	4.35	8.2
Linen mills	7.30	7.32	.3	4.23	4.38	3.5
Hosiery factories	6.22	7.96	28.0	4.90	5.08	3.7
Pulp and paper mills	6.74	7.57	12.3	3.44	4.01	15.9
Mechanical pulp and cardboard mills	6.20	7.18	15.8	3.33	3.97	19.2
Sulphite mills	6.65	7.67	15.3	3.74	4.28	14.4
Sulphate mills	7.25	7.92	9.2	3.61	4.13	14.4
Paper mills	6.69	7.49	12.0	3.29	3.82	16.1
Sawmills and planing mills	6.03	6.83	13.3	3.20	3.63	13.4
Sugar refineries	7.59	7.94	4.6	4.36	4.61	5.5
	Average yearly earnings					
	Markkaa	*Markkaa*		*Markkaa*	*Markkaa*	
Blast furnaces and metal works	14,410	16,488	14.4	8,615	10,219	18.6
Machine shops	17,960	20,628	14.9	11,108	12,792	15.2
China and pottery factories	22,447	23,842	6.2	11,207	12,907	15.2
Spinning and weaving industry	16,417	17,623	7.3	9,061	9,932	9.6
Woolen mills	15,840	17,072	7.8	9,436	9,869	4.6
Cotton mills	16,630	17,929	7.8	8,816	9,902	12.3
Linen mills	16,831	17,411	3.4	9,650	10,375	7.5
Hosiery factories	14,250	18,907	32.7	11,055	11,546	4.4
Pulp and paper mills	17,097	19,229	12.5	8,897	9,803	14.0
Mechanical pulp and cardboard mills	15,956	17,881	12.1	8,572	9,716	13.3
Sulphite mills	17,388	19,586	12.6	9,296	10,637	14.4
Sulphate mills	18,283	20,048	9.7	8,953	10,075	12.5
Paper mills	16,918	19,197	13.5	8,116	9,284	14.4
Sawmills and planing mills	13,879	15,636	12.8	7,151	7,843	9.7
Sugar refineries	18,594	19,415	4.5	10,336	11,172	7.9